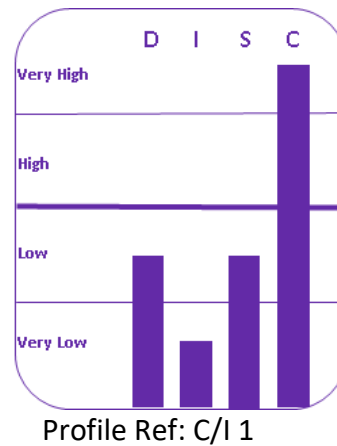


General Profile Report

First Name, Surname - Date (Client code)



Introduction to This Behavioural Assessment

The esp Group Behavioural Assessment process is based on the well-known, tried and tested DISC psychometric theory, use by thousands of organisations round the world. The assessment is a personality assessment tool based on the DISC personality theory of psychologist William Marston. Marston's theory centres around four different personality traits: Dominance, Inducement, Submission, and Compliance. This theory was then developed into a personality assessment tool (personality profile test) by industrial psychologist Walter Vernon Clarke (July 26, 1905 - Jan. 1, 1978). The version used today was developed from the original assessment by John Geier, who simplified the test for better, more concise results. DISC assessment is used in many fields to gauge things like work habits, management potential, conflict resolution, and leadership style,

The Natural Profile Character Traits are displayed using the Sten scoring system. Scores in the range of 4, 5, 6 and 7 are considered to be in the average range. Higher and lower scores suggest stronger and weaker traits.

Disclaimer

The results in this report is based on the DISC profiling concept.

The questionnaire is a self-report tool and therefor the results reflect the individual's self-perception. Our extensive research has shown this to be a good indicator of how people are likely to behave in their role. esp Group has undergone significant diversity testing to try to ensure that the results are a fair representation across gender, racial, ethnic and cultural groups. We do not recommend this report is used in isolation to hire, dismiss, develop, or significantly change an employee working environment.

Primary Characteristics Summary

The Primary Characteristics are derived from the highest and lowest factors in the “Natural” profile graph. These represent a scoring validation based on a consistent choice of answers throughout the assessment.

This candidate has a predominately logical, precise and systematic style. Providing they are completely knowledgeable about the product or service, they will feel comfortable communicating complex and technical ideas in the meeting. They are often viewed by others as being a reserved, serious and sometimes a bit self-conscious. They will tend not to come across as being overly positive or persuasive. They also like to have rules and robust procedures in their working environment.

Generally, quite accommodating and mild mannered, they may also be seen by others as quite modest. Always very active, sometimes restless to achieve results. May have high expectations of others, which could result in them feeling the job will be done better if they do it themselves.

How this person may appear:

- Prepared for your visit, unhurried, organised, and punctual
 - Time disciplined and systematic
 - Detailed, logical, precise, and cautious phrasing of questions
 - Looks for precedents or policy to support a decision or action
 - Loose, brief, possible even nervous handshake
 - Very neat orderly, almost impersonal office
 - Conservative, neat, and smart business clothes
 - Tends to avoid lots of eye contact
 - Can get defensive when threatened. May yield position to avoid conflict but if/when certain they are right will quote facts/policy/rules and be authoritative.
-

Key Motivators:

They will seek and be motivated by strong logical procedures and rule adherence in their working environment.

Basic Fears:

This candidate’s basic fear and dislike is conflict. They will deal with it when necessary for short periods of time but will not continue for long if that environment persists.

Natural Profile Character Traits:

The “Natural” profile report presents a view of the person’s core character traits and how they are most likely to behave. Matching a job role to these traits means a person is operating in a working environment that feels natural to them. This generates less stress and dramatically increases the likelihood of success.



Communication Suggestions for Manager and Colleagues:

- Try to support their organised and thoughtful approach
 - Be systematic, exact, organised and prepared
 - List advantages and disadvantages of any plan you propose and viable alternatives for dealing effectively with the disadvantages
 - They like things in writing, so follow up your discussion with a memo or letter
 - Provide solid tangible evidence (not someone's opinion) that what you say is true and accurate
 - Do not rush the decision-making process
 - They like guarantees that their action cannot backfire
-

Management Style:

Rule enforcement is at the core of this profile. They are very structured and prefer to communicate in writing which can sometimes be quite lengthy. Normally they will choose to avoid conflict, but they are capable of becoming quite forceful when involved in something they are an authority in. There will be very little empathy with those they manage, and they are unlikely to care too much about the people side of management.

They will tend to come across as being quite serious. Reality is important to them, and not given to people or ideas that they consider to be overly optimistic, or without good foundation.

Homeworking Character Traits:

Providing the transfer is structured, thought out and they have a specific home office area to be undisturbed to work in, the transition to homeworking for this person should not present too many problems.

Suggestions to manage and support this person when working from home

- They are prepared, unhurried, organised, and punctual, so they will expect to see that the process of moving to homeworking has been thought out and carefully planned.
- They will look for precedents or policies to support the decision that transferring to homeworking is workable.
- Their organised and thoughtful approach will need supporting throughout the homeworking period.
- Being time-disciplined and systematic, they will expect consistent contact times for daily work reviews.
- They like things in writing, so follow up discussion with a detailed email.
- Do not rush their decision-making process.
- They like guarantees that their actions cannot backfire.

Graph Meaning

Modified – This shows the person’s current behavioural traits in their working environment. Therefore, the following changes between the Modified and Natural graphs are an indication that the person is currently modifying their behaviour and should be investigated.

“D” = possible change in assertiveness. Lower = less, higher = more.

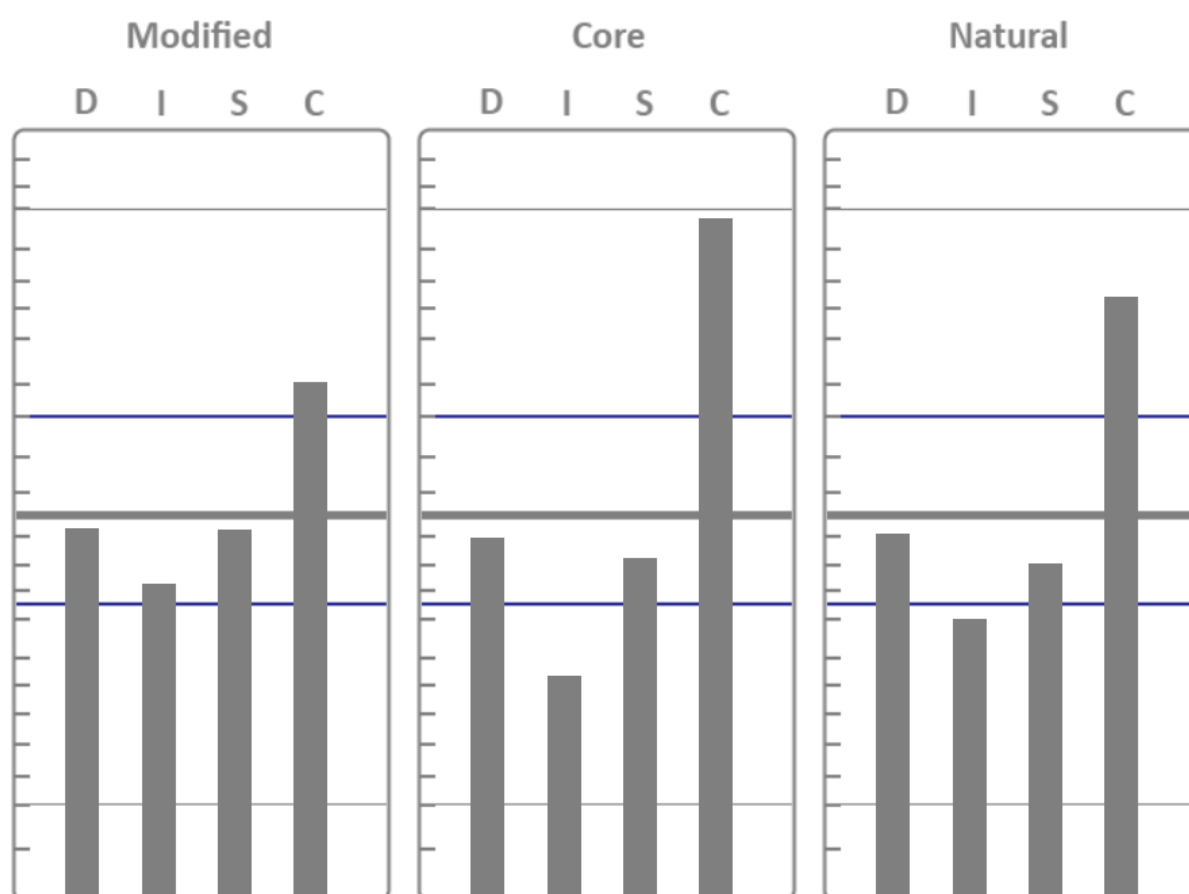
“I” = possible change in communication style. Lower = less outgoing, higher = more.

“S” = possible changes in pace. Significant changes here can also indicate stress.

“C” = possible changes in attention to detail. Lower = less, higher = more.

Core – how the person reacts under pressure

Natural – The “Natural” profile report presents a view of the person’s core behavioral character traits. Matching a job role to these traits means a person is operating in a working environment that feels natural to them. This generates less stress and dramatically increases the likelihood of success.



Report prepared by:

esp Group (SalesMatch partners for UK & Europe)
KD1.04, Knowledge Dock Business Centre,
University Way, Docklands
London E16 2RD.

For all your talent requirements please contact us via our website www.deliver-success.com or email direct at hello@deliver-success.com